بسم الله الرحمن الرحيم



الإبداع الإداري لدى مديري المدارس الثانوية في محافظة جرش وعلاقته بتهيئة بيئة مدرسية آمنة من وجهة نظر المعلمين

"Administrative Creativity Among Secondary School Principals in Jerash Governorate and Its Relation to The Preparation of Safe School Environment as Perceived by Teachers"

علي محمد أحمد الجسَّار

صالح ناصر عليمات

2013

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الإبداع الإداري لدى مديري المدارس الثانوية في محافظة جرش وعلاقته بتهيئة بيئة مدرسية آمنة من وجهة نظر المعلمين

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بكالوريوس تربية طفل، جامعة آل البيت، ٢٠٠٧

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وافق عليها

صالح ناصر عليمات ....مشرفاً رئيسياً

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عدنان بدري الإبراهيم.. عضواً

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تاريخ المناقشة

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الإهداء

إلى والدي العزيز

الذي بذل جهده ووقته وماله في سبيل تربيتي وتعليمي ووصولي إلى ما وصلت إليه

إلى والدتي الحبيبة

التي سهرت الليالي الطوال وغمرتني بالحب والحنان وكانت وما زالت الشمعة المضيئة في حياتي

إلى إخواني ... وأخواتي ... نجوم مضيئة في حياتي ...

إلى كل من علمني حرفاً

إلى جميع أصدقائي

إلى كل من أعانني في رحلة البحث

إلى كل من أدين له بمعروف

إلى طلبة العلم ومحبيه

إلى المستقبل الذي ترنو إليه العيون وتنتظره القلوب بكل شوقٍ ولهفة

الباحث

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... (Yu, Ellis, 2012

... (Modzeleski, Mathews, Arroyo, 2012)

... (Senger & Levin, 2003) ... (2002) ...

... (2009) ... (2007) ...

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الفصل الثالث

الطريقة والإجراءات

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[illegible]:

[illegible] (1358) [illegible] 2013/2012 [illegible] (52) [illegible] (29) [illegible] (23) [illegible] (1) [illegible].

(1) [illegible]

[illegible]

[illegible]	[illegible]		[illegible]	[illegible]
[illegible]	[illegible]		523	%38.5
	[illegible]		835	%61.5
[illegible]			1358	%%100
[illegible]	[illegible]	[illegible]	470	%34.6
		[illegible]	622	%45.8
	[illegible]	[illegible]	79	%5.8
		[illegible]	91	%6.7
	[illegible]	[illegible]	56	%4.2
		[illegible]	40	%2.9
[illegible]			1358	%100
[illegible]	[illegible] 5 [illegible]	[illegible]	151	%11.2
		[illegible]	190	%13.9
	[illegible] 10 -5 [illegible]	[illegible]	195	%14.3
		[illegible]	291	%21.4
	[illegible] 10 [illegible]	[illegible]	201	%14.8
		[illegible]	330	%24.4
[illegible]			1358	%100

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:hu ƨ Ƹ ƥơǁǁƐ huǆĩY

LJǒùǆǁƶǆ!ƒ LJùǆ (%25.3) NƘhùƪLj Ǵǆh ÜƗǆǁƶǆĂ Ǵǆǁƶǆ (344) LJǆ ƗƪƒƧƥ!ƒ ƗǉǒƵ ƘLjĂǂƘ

Ü ƫ Ƨùŋ ƗùÜ5ǴơǆǒŎ5 Ǆǒǁƶƙ!ƒĂ ƗǒhƧƙ!ƒ ĭƧǒƥǆ! ƗƶhǴƙ!ƒ ƗǒǆĂǂơ!ƒ ƗǒĂLjǴƛ!ƒ ƩƧƒƥǆ!ƒ Ŏ5 ƘǴǆǁƶǆ!ƒĂ

(174) Ă ǴùǆǁƶǆǄ (170) ǄnjLjùǆ Ü(Ǆ2013-2012) ŎùƪƒƧƥ!ƒ ǄǴƶǁ! ŎLjǴƛ!ƒ ýƬ5!ƒ ýǖP ǁ!ŖĂ

ƫ Ƨùŋ ƗùÜ5ǴơǆƗùǒhƧƙ ƗǒƧǒƥǆ ƩƧƒƥǆ ƴǒǆŋ LJǆ ƗǒƑƒĂƬƶ!ƒ ƗǀƧƱ!Ǵh ǄNjƧǴǒƘƤƒ ǄƘ ƥpĂ ÜƗǆǁƶǆ

ƘƒĂLjƪĂ ÜŎǆǁƶ!ƒ ýNjƋǆ!ƒĂ ÜƩLjŋ!ƒ ƘƒƧǒƺƘǆ! Ǵ15Ă ƗƪƒƧƥ!ƒ ƗǉǒƵ ƥƒƧ5Ɗ ƴǒƨĂƘ (2) ýĂƥŋ!ƒ LJǒhǒĂ

.lƧhP!ƒ

(2) üNjơǁǁ

YƥǴƠǁǁƐ lƐNjǆƨNj ĬǄǂyǁƐ üljƊǄǁƐNj Ƨǆǁǁǁ lƐƥĭƩƗǄǁǁ ƑƨƺNj hu ƨ Ƹ ƥơǁǁƐ huǆĩY ơƐƥƺǴ ÜĭŖNjƗ

huǴƨǆǁǁƐ	ƥƐƥǀƗǁǁƐ	lƑƏƺǁǁƐ	ƥĭƩƗǄǁǁƐ
%49.4	170	Ƨǂŗ	
%50.6	174	Ĭ ƛLjƊ	ƩLjŋ!ƒ
%100	344		YĂǆŋǆ!ƒ
%67.2	231	LJĂƥ Ǵǆ5 ƩĂǒƧĂ!Ǵǂh	
%18.5	62	Ŏ!ǴƵ ǄĂǁhƥ	ŎǆǁƶƐ ýNjƋǆ!ƒ
%14.8	51	ǴǒǁƵ ƘǴƪƒƧƥ	
%100	344		YĂǆŋǆ!ƒ
%23.8	82	ƘƒĂLjƪ 5 LJǆ ýpƒ	
%32.8	113	ƘƒĂLjƪ 10-5 LJǆ	lƧhP!ƒ ƘƒĂLjƪ
%43.3	149	ƘƒĂLjƪ 10 LJǆ ƧƛǂƊ	
%100	344	YĂǆŋǆ!ƒ	

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[illegible]

[illegible] (%80) [illegible]

[illegible]

[illegible] (92) [illegible] (3).

[illegible]:

[illegible] (20) [illegible]

[illegible] (Test- Retest) [illegible]

[illegible] (3) [illegible] (4).

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(3) [illegible]

[illegible]

[illegible] / [illegible]	[illegible]	[illegible]
0.94	0.91	[illegible]
0.94	0.96	[illegible]
0.96	0.94	[illegible]
0.95	0.93	[illegible]
0.94	0.94	[illegible]
0.96	0.89	[illegible]
0.98	0.94	[illegible]

[illegible] (3) [illegible] (0.98) [illegible] (%0.96 -0.94) [illegible] (%0.96 -0.89) [illegible] (%0.94) [illegible].

(4) [illegible]

[illegible]

[illegible]	[illegible]	[illegible]
0.93	0.93	[illegible]
0.96	0.91	[illegible]
0.95	0.90	[illegible]
0.96	0.92	[illegible]
0.95	0.94	[illegible]
0.98	0.93	[illegible]

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(4)

(%0.96 -0.93) (0.98) (%0.94 - 0.90)

.(%0.93)

(3) (92)

(X)

(Likert) (5) (4)

(3) (2) (1)

(92)

(92) (92)

(460)

$$1.33 = \frac{1 - 5}{3}$$

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[illegible]:

- [illegible] 1 [illegible] 2.33 [illegible].
- [illegible] 2.34 [illegible] 3.67 [illegible].
- [illegible] 3.68 [illegible] 5.00 [illegible].

[illegible]:

[illegible] ([illegible]) [illegible]

[illegible]:

1. [illegible] (4).
2. [illegible] (5).
3. [illegible] (6).
4. [illegible].
5. [illegible] (344) [illegible].
6. [illegible].

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7.

8.

-

-

- 10-5 5

10

-

-

(SPSS)

1.

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2. [illegible]

3. [illegible]

4. [illegible]

5. [illegible]

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الفصل الرابع

نتائج الدراسة

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(**5**) üNjqlll

Ƨ ƥƐqDžlllƐ ăƥǐqDž njqll ăƥƐqŰƐ ƱƐqĞŰƐ njNjŧƨDžll hŭƥƑĩyDžllƐ lƑʒƐƥΘűŰƐNj hŭĞƑƨΘllƐ lƑƯƨNjŧDžllƐ
ƒĩllƦƑűŧ hŭĞŧƥDž DžĩDžŧyDžllƐ ƥưű hŭNJlllNj DžDž Σƥlll hŭĞƥŧ hŭƥŏqDž Ĭʓ hŭNjűƑkllƐ

njNjŧƨDžllƐ	ƹƐƥΘűŰƐ ăƥƑĩyDžllƐ	ƯƨNjŧDžllƐ ĬĞƑƨΘllƐ	ƥNjΘDžllƐ	!ƽƥllƐ	hŭĞŧƥllƐ
Ʊʅ Ăkdž	0.86	3.59	ĭ ƧƒƥŰƒ ƧŏŏʓƘ!ƒĂ ƧŏĂƱƘ!ƒ	4	1
Ʊʅ Ăkdž	0.86	3.51	ĭ ƧƒƥŰƒ ƱŏƱƤƘ!ƒ	1	2
Ʊʅ Ăkdž	0.93	3.51	ŧŏƧƒƥŰƒ Ƙű ŧTdž!ƒ ýơ	5	2
Ʊʅ Ăkdž	0.88	3.50	ŧŏƧƒƥŰƒ ŧhĞpƧ!ƒĂ NŏηĂƘ!ƒ	3	4
Ʊʅ Ăkdž	0.89	3.47	ĭ ƧƒƥŰƒ DžŏĂlƘ!ƒĂ Džŏŏlƙ!ƒ	6	5
Ʊʅ Ăkdž	0.93	3.45	ĭ ƧƒƥŰƒ ƫŏʅljƘ!ƒĂ DžŏƱljƘ!ƒ	2	6
Ʊʅ Ăkdž	0.83	3.51	ýŧŧ ĭ ƧƒƥŰƒ YƒƥhŰƒ		

Ü(3.59-3.45) LJŏhĞdž ƘơĂƒƧƙ ƥp ŧŏhĞʅơ!ƒ ƘĞƱʅĂkdž!ƒ LJD (5) ýĂƥη!ƒ LJŏhŏ

ƧŏŏʓƘ!ƒĂ ƧŏĂƱƘ!ƒ ƧĂơdž ĈĞη ŧŏơ (0.93 -0.86) LJŏh Ğdž ƘơĂƒƧƙ ŧŏƧĞŏƶdž ƘĞ5ƒƧơljĞhĂ

(0.86) ĭ ƧĞŏƶdž ƻƒƧơljƒĂ (3.59) ƹllh ŎhĞʅơ Ʊʅ Ăkdž Ĭ llƵh Ĭ!ĂŰƒ ŧhƘƧdž!ƒ Ŏ5 ĭ ƧƒƥŰƒ

Ʊʅ ĂkdžhĂ lƧŏƤŰƒ ŧhƘƧdž!ƒ Ŏ5 ĭ ƧƒƥŰƒ ƫŏʅljƘ!ƒĂ DžŏƱljƘ!ƒ ƧĂơdž ĈĞη Ğdžljŏh ÜƱʅ Ăkdž Ƨŏƥlƙ ŧηƧƥhĂ

Ʊʅ Ăkdž!ƒ ƹllhĂ ÜƱʅ Ăkdž Ƨŏƥlƙ ŧηƧƥhĂ Ü(0.93) ƹllh ĭ ƧĞŏƶdž ƻƒƧơljƒĂ (3.45) ƹllh ŎhĞʅơ

.Ʊʅ Ăkdž Ƨŏƥlƙ ŧηƧƥhĂ (0.83) ƹllh ĭ ƧĞŏƶdž ƻƒƧơljƒĂ (3.51) ýŧŧ ĭ ƧƒƥŰƒ Yƒƥhű! ŎhĞʅơ!ƒ

Ĭ llƵ ŧʅƒƧƥ!ƒ ŧljŏƵ ƥƒƧ5D ý ŧŏƧĞŏƶdž!ƒ ƘĞ5ƒƧơljŰƒĂ ŧŏhĞʅơ!ƒ ƘĞƱʅĂkdž!ƒ ƔĞʅơ Džƙ ƥpĂ

:Ŏ!Ğƙ!ƒ Ăơlj!ƒ Ĭ llƵ ƘljĞŧ ŧŏơ Üljƥơ Ĭ llƵ ƧĂơdž ýŧ ƘƒƧl5

.1 ăƥƐqŰƐ ƯĩƯqŧllƐ

ƘĞƱʅĂkdž!ƒ lllƒƧƤƙʅƒ Džƙ ÜƧĂơdž!ƒ ƒƦNj ƘƒƧl5 Ĭ llƵ ŧʅƒƧƥ!ƒ ŧljŏƵ ƥƒƧ5D LJƵ ƻTŧll!

.(6) ýĂƥη!ƒ Ŏ5 LJŏhdž ĂNj Ğdžŧ ÜŧŏƧĞŏƶdž!ƒ ƘĞ5ƒƧơljŰƒĂ ÜŧŏhĞʅơ!ƒ

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(6) [illegible]

[illegible]

[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]
[illegible]	1.00	3.81	[illegible]	1	1
[illegible]	0.97	3.69	[illegible]	2	2
[illegible]	1.05	3.56	[illegible]	3	3
[illegible]	1.01	3.52	[illegible]	4	4
[illegible]	1.09	3.50	[illegible]	9	5
[illegible]	1.09	3.46	[illegible]	8	6
[illegible]	1.11	3.41	[illegible]	6	7
[illegible]	1.12	3.35	[illegible]	7	8
[illegible]	1.13	3.30	[illegible]	5	9
[illegible]	0.86	3.51	[illegible]		

[illegible] (3.81-3.30) [illegible] (6) [illegible] (1) [illegible] (1.13 [illegible] 0.97) [illegible] (1.00) [illegible] (3.81) [illegible] (5) [illegible] (1.13) [illegible] (3.30) [illegible] (0.86) [illegible] (3.51) [illegible]

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2. [illegible]

[illegible]

[illegible] (7).

(7) [illegible]

[illegible]

[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]
[illegible]	1.05	3.70	[illegible]	1	1
[illegible]	1.10	3.54	[illegible]	2	2
[illegible]	1.07	3.48	[illegible]	3	3
[illegible]	1.11	3.47	[illegible]	6	4
[illegible]	1.11	3.40	[illegible]	4	5
[illegible]	1.11	3.39	[illegible]	5	6
[illegible]	1.13	3.34	[illegible]	8	7
[illegible]	1.08	3.32	[illegible]	7	8
[illegible]	.93	3.45	[illegible]		

[illegible] (7) [illegible] (3.70-3.32) [illegible] (1.13 -1.05) [illegible] (1) [illegible] (3.70) [illegible] (1.05) [illegible] (7) [illegible] (3.32) [illegible] (1.08) [illegible] (3.45) [illegible] (0.93)

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[illegible]

[illegible]

.3 [illegible]

[illegible]

[illegible] (8).

(8) [illegible]

[illegible]

[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]
1	1	[illegible]	3.69	1.08	[illegible]
2	3	[illegible]	3.68	1.00	[illegible]
3	2	[illegible]	3.58	0.98	[illegible]
4	5	[illegible]	3.55	1.09	[illegible]
5	7	[illegible]	3.47	1.07	[illegible]
6	6	[illegible]	3.44	1.03	[illegible]
7	4	[illegible]	3.43	1.03	[illegible]
7	9	[illegible]	3.43	1.10	[illegible]
9	8	[illegible]	3.37	1.14	[illegible]
9	10	[illegible]	3.37	1.16	[illegible]
		[illegible]	3.50	0.88	[illegible]

[illegible] (8) [illegible] (3.69-3.37) [illegible] (0.98 - 1.16) [illegible] (1) [illegible] (3.69) [illegible] (1.08) [illegible] (8 و 9) [illegible]

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ăþù! ŀùőƒƒþǕƒĂ ŀőƧƮħ!ƒ ǇĂǉ5!ƒ ǋƞĂő"Ă "ǑǆőþǴŧǕƒ ýǆƺ!ƒ ǋőƞĂǩ! ǈƨőǆǩǆ!ƒ ŀħǋĂǆ!ƒ ǇƵ ƻŢŧő"

ǑħǴùƪơ!ƒ Ʊùƪ Ăǩǆ!ƒ ƸǊħĂ .(3.37) ƸǊħ ǑħǴƪơ ƱƪĂǩǆħĂ ǈƧőƤǕƒ ŀħǩƧǆ!Ǵħ "ǇőƨőǆǩǆǇ!ƒ ǇőǆǊƺǆ!ƒ

.ƱƪĂǩǆ Ƨőþǀǩ ŀƞƧþħĂ (0.88) ƸǊħ ĭƧǴőƺǆ ƻƒƧơǉƒĂ Ü(3.50) ýŧŧ ŀőƧƒþǗƒ ŀħǴþƧ!ƒĂ ǋőƞĂǩ!

Ƨőþùǀǩ ŀùƞƧþħ ƘǴǴƞ ƘƒƧǀ5 ŀőǉǴǆƺĂ ýƺǩƧǆ Ƨőþǀǩ ŀƞƧþħ ƘǴǴƞ ǇǴǩƧǀ5 ǇǇ ýĂþƞ!ƒ ǇǆƲ ƲơǗőĂ

.ƱƪĂǩǆ

4. ăþǫǕƐ þĭĭƸŧǀƐǋ þĭǋƲŦǀƐ

ƘǴƱƪĂǩǆ!ƒ ǜƒƧƤǩƪƒ ǊǩǆǊ ÜƧĂơǆ!ƒ ƒǊǋ Ƙƒƨǀ5 ĬǊƵ ŀƪƒƧþ!ƒ ŀǉőƵ þƒƧ5ǅ ǇƵ ƻŢŧǊ!

.(9) ýĂþƞ!ƒ Ǒ5 ǇőħǆĂǋ Ǵǆŧ ÜŀőƧǴőƺǆ!ƒ ƘǴ5ƒƧơǉǕƒĂ ÜŀőħǴƪơ!ƒ

(9) üǋǫǀǀ

þĭǀǀƦƒǆŧ ħǴŧþǅǆ ăþǫǕƐ þĭĭƸŧǀƐǋ þĭǋƲŦǀƐ þǋƟǅǆ ǈƐþƨƺǀ ħĭþƒĭýǅǀƐ ǈƒƺƐþƟǆǗƐǋ ħĭǴƒƨƟǀƐ ǈƒƲƨǋŧǅǀƐ

ǌǋŧƨǅǀƐ	Ƹ ƐþƟǆǗƐ ăþƒĭýǅǀƐ	ƲƨǋŧǅǀƐ ĬǴƒƨƟǀƐ	ǈƐþƨƺǀƐ	!5þǀƐ	ħǴŧþǀƐ
ýƺǩƧǆ	1.05	3.83	ǇǆŀơĂƧƱǆ!ƒ ƧǴŧ5Ǖƒ ýŧħ Ƨőŧƺǩ! ŀőƧơ ƠǉǆőǇőǆǊƺǆ!ƒ ýħƿ	1	1
ƱƪĂǩǆ	0.98	3.65	ƧǴŧ5ǅ ƻǴƮǩŧǕ ƩǴƪƌŧ ǇőǆǊƺǆ!ƒ ƧǴŧ5ǅ ýǆƺǩƪő ǈþőþƞ	2	2
ƱƪĂǩǆ	1.02	3.63	ýƞǅ ǇǆŀőǉƱĂ!ƒ ŀőĂħƧǩ!ƒ ŀƪǴőƪ!ƒ ƧǴƱǫ Ǒ5 ýǆƺő Ƨőőƺǩ!ƒ	4	3
ƱƪĂǩǆ	1.00	3.60	ǑƵƒþħǕƒ ýǆƺ! ŀőǊħǀǩƪǆ!ƒ ƘǴǋǴƞǩǓƒ ĬǊƵ ýǊƱő ǋǊǆƵ ƧőĂƱǩ Ǒ5 ǋǉǆ ǈþǴƺƪǗ!	3	4
ƱƪĂǩǆ	1.05	3.58	ƘƒþƞǩƪǆƒĂ ƘǴƱǴƮǉ!ƒ ĬǊƵ ƧƒƧǆǩƪǴħ ýǊƱő ŀƛőþơ!ƒ ĭĂħƧǩ!ƒ	5	5
ƱƪĂǩǆ	1.12	3.50	Ǒ5 ǊǋƪǩǑǩ!ƒ ŀƛőþơ!ƒ ǴőƞĂ!Ăǉŧǩ!ƒ ýƒǴƪĂ ǊþƤǩƪő ǑƪƧþǆ!ƒ ýǆƺ!ƒ ƧőĂƱǩ	7	6
ƱƪĂǩǆ	1.10	3.47	ǀƒƧǴƞǆĂ ƟǴƞǉ!ƒĂ ƨőǆǩ! ǈþőþƞ Ƴő!ǴƪǅƧŧǩħő ýþƒĂ!ƒ	6	7
ƱƪĂǩǆ	1.09	3.42	ýŧƮħ ƧőĂƱǩ!ƒ ĬǊƵ ƳǗƱǗ! ýǆƺ ƫ ƧĂ þǀƺő Ƨǆǩƪǆ	8	8
ƱƪĂǩǆ	0.86	3.59	ýŧŧ ĭƧƒþǕƒ Ƨőőƺǩ!ƒĂ ƧőĂƱǩ!ƒ ƧĂơǆ! ŀőħǴƪơ!ƒ ƘǴƱƪĂǩǆ!ƒ		

ƘǴ5ƒƧơǉƒĂ (3.83-3.42) ǇőħǴǆ ƘơĂƒƧǩ þƿ ŀőħǴƪơ!ƒ ƘǴƱƪĂǩǆ!ƒ Ǉƒ (9) ýĂþƞ!ƒ Ǉőħő

Ĭùǀƺ ƒ ǉùǩ Ǒǩ!ƒĂ (1) ǊƿƧ ǈƧǀ5!ƒ ƘǴǴƞ ŀőơ Ü(1.12 ǇǇ 0.98) ǇőħǴǆ ƘơĂƒƧǩ þƿ ŀőƧǴőƺǆ

ƱùƪĂǩǆħĂ Ĭù!ĂǕƒ ŀùħǩƧǆ!ƒ Ǒ5 " ǇőǆǊƺǆ!ƒ ýħƿ Ǉǆ ŀơĂƧƱǆ!ƒ ƧǴŧ5Ǖƒ ýŧħ Ƨőŧƺǩ! ŀőƧơ Ơǉǆő"

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lSùl5!f ĸCĈùɳ Ĝdžljǒh Üÿ5kSdž Sǒþlk ŧɳSþh (1.05) Ƹǁh ĭSĜǒƶdž ƻfSơljfĂ Ü(3.83) Ƹǁh ǑhĜʅơ

lSùǒƤŰf ŧùhkSdž!Ĝh "Sdžkùʅdž ý‡ùŢh SǒĂƱk!f ĬǁƵ YűƱű! ýdžƵ ţSĂ þlƶǒ" ĜnjŢljĂ (8) DžpS

ƸùǁhĂ ÜƱùʅĂkdž Sǒþùlk ŧɳSþhĂ (1.09) Ƹǁh ĭSĜǒƶdž ƻfSơljfĂ (3.42) Ƹǁh ǑhĜʅơ ƱʅĂkdžhĂ

(0.86) Ƹùǁh ĭSĜùǒƶdž ƻfSùơljfĂ Ü(3.59) ý‡‡ ĭSfþŰf SǒǒƺƙfĂ SǒĂƱkǁ! ǑhĜʅơ!f ƱʅĂkdž!f

ýhùʅĂ ýù5kSdž ŧɳSþ ĬǁƵ ĸǁŢơ lþơfĂ lSl5 LJD ýĂþɳ!f LJdž ƱơűǒĂ .ƱʅĂkdž Sǒþlk ŧɳSþhĂ

.ƱʅĂkdž Sǒþlk ŧɳSþ ĬǁƵ ĸǁŢơ ĸfSl5

hĭþƐqŰƐ lúlʅDžǁƐ üθ .5

ĸĜƱùʅĂkdž!f ШfSƤkùʅf Džk ÜSĂơdž!f fŖNj ĸfSl5 ĬǁƵ ŧʅfSþ!f ŧljǒƵ þfS5D LJƵ ƻŢ‡ǁ!

.(10) ýĂþɳ!f Ǒ5 LJǒhdž ĂNj Ĝdž‡ ÜŧǒSĜǒƶdž!f ĸĜ5fSơljŰfĂ ÜŧǒhĜʅơ!f

(10) üNjqШ

ƥĭǁŖFdžŧ hĜŧþDž hĭþƐqŰƐ lúlʅDžǁƐ üθ þNjθDž lƐþƨƻǁ hĭþƑĭyDžǁƐ lƑƺƐþθdžŰƐNj hĭĜƑƨθǁƐ lƑƯƨNjŧDžǁƐ

njNjŧƨDžǁƐ	ƸƐþθdžŰƐ ăþƑĭyDžǁƐ	ƯƨNjŧDžǁƐ ĬĜƑƨθǁƐ	lƐþƨƻǁƐ	!5þǁƐ	hĜŧþǁƐ
ƱʅĂkdž	1.07	3.57	ýơ! lþǒþɳ Ɣǒ!ĜʅDĂ ƨSƱ ƨǒhƱk ýĂĜơǒ ýdžƶ!f ĈĜljǃD ĜnjnjɳfĂǒ Ǒk!f ĸű‡Ţdž!f	3	1
ƱʅĂkdž	1.11	3.56	ĜnjĂþơ ýhp NnjɳfĂk Ǒk!f ĸű‡Ţdž!Ĝh ǡhljkǒ	1	2
ƱʅĂkdž	1.08	3.55	ýơ! ŧƶhĜkkdž ĸfĂƱƤh DžƯljdž!f Sǒ‡5k!f DžþƤkʅǒ ĸű‡Ţdž!f	5	3
ƱʅĂkdž	1.06	3.52	Ǒ5 lþǒþɳ ĸfSĜnjdž ƔĜʅk‡Ű ŧdžFfþ ŧ5Ţh Ĭƶʅǒ lS‡khdž Ɣǒ!Ĝʅǡh ĸű‡Ţdž!f ýơ ĬǁƵ ljþƵĜʅk NǁdžƵ	4	4
ƱʅĂkdž	1.06	3.51	ĸű‡Ţdžǁ! ŧǁdžĜŢ ŧǒƨS ǁǁkdžǒ	2	5
ƱʅĂkdž	1.15	3.49	ŧ5ǁkƤdž Ɣǒ!Ĝʅǡh ŧơĂSƱdž!f ŧǁ‡Ţdž!f Sǒþdž!f ƸǒŢǒ ŧǒlǒlơ lSĂŢh SnjƯk!	7	6
ƱʅĂkdž	1.10	3.46	þþƵ Sh‡D ШĜkljŰ ĜǒfĂƨ lþƵ LJdž ŧǁ‡Ţdž!f Ĭ!ǫ SƯljǒ SĜ‡5Űf LJdž	6	7
ƱʅĂkdž	1.17	3.45	ŧǒĂSĂ ŧdž‡ơh ĸű‡Ţdž!f ýơ ĬǁƵ ýdžƶǒ	8	8
ƱʅĂkdž	0.93	3.51	ý‡‡ ŧǒSfþŰf ĸű‡Ţdž!f ýơ SĂơdž! ǑhĜʅơ!f ƱʅĂkdž!f		

(3.57-3.45) LJǒhĜùdž ĸùơĂfSk þùp ŧǒhĜùʅơ!f ĸĜƱùʅĂkdž!f LJǫ (10) ýĂþɳ!f LJǒhǒ

Ǒùk!fĂ (3) DžùpS lSl5!f ĸĈɳ łǒơ Ü(1.17 -1.06) LJǒh Ĝdž ĸơĂfSk þp ŧǒSĜǒƶdž ĸĜ5fSơljfĂ

Ǒù5 "ýùdžƶ!f ĈĜljǃD ĜnjnjɳfĂǒ Ǒk!f ĸű‡Ţdž!f ýơ! lþǒþɳ Ɣǒ!ĜʅDĂ ƨSƱ ƨǒhƱk ýĂĜơǒ" ĬǁƵ f ljk

Sǒþùlk ŧùɳSþhĂ (1.07) Ƹǁh ĭSĜǒƶdž ƻfSơljĜhĂ (3.57) Ƹǁh ǑhĜʅơ ƱʅĂkdžhĂ Ĭ!ĂŰf ŧhkSdž!f

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[illegible] (8) [illegible] "[illegible]" [illegible]

[illegible] (3.45) [illegible]. (1.17) [illegible]

(0.93) [illegible] (3.51) [illegible]

[illegible].

6. [illegible]

[illegible]

.(11) [illegible]

(11) [illegible]

[illegible]

[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]
[illegible]	1.09	3.66	[illegible]	1	1
[illegible]	1.03	3.56	[illegible]	3	2
[illegible]	1.01	3.52	[illegible]	2	3
[illegible]	1.08	3.49	[illegible]	6	4
[illegible]	1.12	3.46	[illegible]	8	5
[illegible]	1.09	3.45	[illegible]	4	6
[illegible]	1.11	3.44	[illegible]	5	7
[illegible]	1.07	3.38	[illegible]	9	8
[illegible]	1.11	3.28	[illegible]	7	9
[illegible]	0.89	3.47	[illegible]		

(3.66-3.28) [illegible] (11) [illegible]

[illegible] (1) [illegible] (1.12 -1.03) [illegible]

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ŎhĜʅơ ƀʅĂkdžhĂ Ĭ!ĂŰƒ ŀhkƧdž!ƒ Ŏ5 "ĜnjŋƑĜkljĂ ýĜdžƵŰƒ ƘĜŋƧƤdž ƽőƧƀ LJƵ ƻƒβNjŰƒ DžĂlő" ĬƵ (7) DžpƧ lƧl5!ƒ ƘCĜŋ ĜdžLjőh ÜƀʅĂkdž Ƨőβlk ŀŋƧβhĂ (1.09) ƺh ĭƧĜőƶdž ƻƒƧơLjƒĂ Ü(3.66) ƺh ŀùhkƧdž!Ĝh "LJőùdžƶdž!ƒ ýĜùdžƵD DžőĂlk! Ŏ!ĜƵ ăĂkʅdž ĬƵ ŀƮƮƤkdž ŀőƵƒβhɋ ŀljŋ! ýǂTő" ĜnjƮLjĂ ƀùʅĂkdž Ƨőβùlk ŀŋƧβhĂ (1.11) ƺh ĭƧĜőƶdž ƻƒƧơLjƒĂ .(3.28) ƺh ŎhĜʅơ ƀʅĂkdžhĂ lƧőƤŰƒ (0.89) ƺùh ĭƧĜùőƶdž ƻƒƧơLjƒĂ Ü(3.47) ýǂǂ ĭƧƒβŰƒ DžőĂlk!ƒĂ Džőlk! ŎhĜʅơ!ƒ ƀʅĂkdž!ƒ ƺhĂ Ƨőβùlk ŀùŋƧβh ƘCĜŋ ƧĂơdž!ƒ ƒƦNj ƘƒƧl5 ýődžŋ LJD ýĂβŋ!ƒ LJdž Ʊơűő Ă .ƀʅĂkdž Ƨőβlk ŀŋƧβhĂ .ƀʅĂkdž

Ƨ βƐɋDžƐ Ĭʒ LjdžDžƆ hĭƨβɋDž hƟĭĜ hƟĭNJŀ hƜβɋ ƑDž" ĬdžƑkƐ üƐDƨƑĜ hƨǂyŀDžƐ ƛƏƑŀdžƐ ƒ βY :ƒĭdžƑk ."ÝDžĭDžǂyDžƐ βưdž hNJƜNj DžDž Ʃ βƜ hĭĜβŀ hĭβĭɋDž Ĭʒ hĭNjdžƑkƐ

ŀŋƧβ! ŀőƧĜőƶdž!ƒ ƘĜ5ƒƧơLjŰƒĂ ŀőhĜʅơ!ƒ ƘĜƀʅĂkdž!ƒ ƜƒƧƤkʅƒ Džk ýƒƌʅ!ƒ ƒƦNj LJƵ ŀhĜŋű! ÜLJődžƶdž!ƒ ƧƱlj ŀnjŋĂ LJdž ƫ Ƨŋ ŀőhƧk ŀőƧőβdž Ŏ5 ŀőĂljĜƛ!ƒ ƩƧƒβdž!ƒ Ŏ5 NljdžĆ ŀőʅƧβdž ŀƑőh Ƨ5ƒĂk . ǁ !Ʀ Ơư Ăő (12) ýĂβŋ!ƒĂ

(12) üNjɋƜ

Ƨ βƐɋDžƐ Ĭʒ LjdžDžƆ hĭƨβɋDž hƟĭĜ βʒƐNjŀ hƜβɋǁ hĭβƑĭyDžƐ lƑʒƐβƟdžŰƐNj hĭĜƑƨƟƐ lƑƯƨNjŀDžƐ ƒĭǁƦƑdžŀ hĜŀβDž DžĭDžǂyDžƐ βưdž hNJƜNj DžDž Ʃ βƜ hĭĜβŀ hĭβĭɋDž Ĭʒ hĭNjdžƑkƐ

njNjŀƨDžƐ	ƺƐβƟdžŰƐ ăβƑĭyDžƐ	ƯƨNjŀDžƐ ĬĜƑƨƟƐ	βNjƟDžƐ	!5βƐ	hĜŀβƐ
ƀʅĂkdž	0.82	3.64	ŀőʅƧβdž!ƒ ŀơƮ!ƒ	1	1
ƀʅĂkdž	0.92	3.61	LJĜdžŰƒĂ LJdžŰƒ	2	2
ƀʅĂkdž	0.93	3.56	ƽĂ5k!ƒĂ ƟĜŋlj!ƒ	3	3
ƀʅĂkdž	0.91	3.55	ŀ!ĜƮŰƒĂ ŀljĂƧdž!ƒ	4	4
ƀʅĂkdž	0.94	3.45	ŀő5Ƨƶdž!ƒ ŀőljh!ƒ	5	5
ƀʅĂkdž	0.81	3.57	ýǂǂ ŀljdžŬƒ ŀőʅƧβdž!ƒ ŀƑőh!ƒ		

(3.64-3.45) LJőhĜdž ƘơĂƒƧk βp ŀőhĜʅơ!ƒ ƘĜƀʅĂkdž!ƒ LJD (12) ýĂβŋ!ƒ LJőhő Ŏ5 ŀőʅƧβdž!ƒ ŀơƮ!ƒ ƧĂơdž ƇĜŋ ŀőơ (0.94 -0.82) LJőh Ĝdž ƘơĂƒƧk βp ŀőƧĜőƶdž ƘĜ5ƒƧơLjƒĂ

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[illegible] (0.82) [illegible] (3.64) [illegible]
[illegible] (3.45) [illegible]
[illegible] (0.94) [illegible]
..[illegible] (0.81) [illegible] (3.57) [illegible]

[illegible]

:[illegible]

1. [illegible]

[illegible]
.(13) [illegible]

(13) [illegible]

[illegible]

[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]
1	4	[illegible]	3.82	1.02	[illegible]
2	1	[illegible]	3.80	1.03	[illegible]
3	3	[illegible]	3.72	1.04	[illegible]
4	2	[illegible]	3.67	1.04	[illegible]
5	8	[illegible]	3.58	1.04	[illegible]
5	9	[illegible]	3.58	1.12	[illegible]
7	5	[illegible]	3.56	1.11	[illegible]
7	6	[illegible]	3.56	1.08	[illegible]
9	7	[illegible]	3.50	1.05	[illegible]
		[illegible]	3.64	0.82	[illegible]

(3.82-3.50) [illegible] (13) [illegible]
[illegible] (4) [illegible] (1.12 - 1.02) [illegible]

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[illegible] (1.02) [illegible] (3.82) [illegible]

[illegible] (7) [illegible]

[illegible] (1.05) [illegible] (3.50) [illegible]

[illegible] (0.82) [illegible] (3.64) [illegible]

[illegible]

[illegible]

.2 [illegible]

[illegible]

[illegible] (14).

(14) [illegible]

[illegible]

[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]
[illegible]	1.10	3.77	[illegible]	2	1
[illegible]	1.10	3.73	[illegible]	1	2
[illegible]	1.11	3.70	[illegible]	4	3
[illegible]	1.10	3.66	[illegible]	3	4
[illegible]	1.16	3.63	[illegible]	7	5
[illegible]	1.15	3.50	[illegible]	8	6
[illegible]	1.17	3.45	[illegible]	5	7
[illegible]	1.17	3.45	[illegible]	6	7
[illegible]	0.92	3.61	[illegible]		

[illegible] (3.77-3.45) [illegible] (14) [illegible]

[illegible] (1.17 -1.10) [illegible] (2) [illegible]

(3.77) [illegible]

(15 14) [illegible] (1.10) [illegible]

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[illegible] (0.92) [illegible] (3.61) [illegible] .(3.45) [illegible]

3. [illegible]

[illegible] .(15) [illegible]

(15) [illegible]

[illegible]

[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]
[illegible]	1.12	3.71	[illegible]	1	1
[illegible]	1.01	3.69	[illegible]	2	2
[illegible]	1.11	3.59	[illegible]	5	3
[illegible]	1.11	3.52	[illegible]	3	4
[illegible]	1.13	3.52	[illegible]	6	4
[illegible]	1.07	3.46	[illegible]	4	6
[illegible]	1.10	3.46	[illegible]	7	6
[illegible]	0.93	3.56	[illegible]		

(3.71-3.46) [illegible] (15) [illegible] (1) [illegible] (1.13 -1.07) [illegible] (1.12) [illegible] (3.71) [illegible] (24 21) [illegible]

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[illegible] (3.46) [illegible] (3.56) [illegible] (0.93) [illegible]

[illegible]

4. [illegible]

[illegible] (16) [illegible]

(16) [illegible]

[illegible]

[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]
[illegible]	1.05	3.76	[illegible]	1	1
[illegible]	0.97	3.68	[illegible]	2	2
[illegible]	1.04	3.52	[illegible]	3	3
[illegible]	1.08	3.52	[illegible]	8	4
[illegible]	1.11	3.51	[illegible]	6	5
[illegible]	1.17	3.49	[illegible]	5	6
[illegible]	1.08	3.48	[illegible]	4	7
[illegible]	1.09	3.44	[illegible]	7	8
[illegible]	0.91	3.55	[illegible]		

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(3.76-3.44) ǈǕǻǴùǳ ƘùơĂƒƧǩ ƥùƿ ƗǕǻǴù ƪơ!ƒ ƘǴƱƪĂǩǳ!ƒ ǈƒ (16) ýĂƥƞ!ƒ ǈǕǻǒ

Ǒùǩ!ƒĂ (1) ǲùƿƨ ǀƨǀǒ!ƒ ƘƇǴƞ ƚǒơ Ü(1.17 -0.97) ǈǕǻ Ǵǳ ƘơĂƒƨǩ ƥƿ ƗǒƨǴǒƶǳ ƘǴƺƒƨơǉƒĂ

Ǐù!ĂǕ̄ƒ ƗùǻǩƨǳǕ!ƒ Ǒùƺ "ǑƵƒƥǻǗƒ ƨǒǂƺǩ!ƒ ƗƪƨǴǳǳ ǏǃƵ ƗǻǃƱ!ƒ ƗƪƨƥǳǕ!ƒ ǀƨƒƥǫ ƴƞƬǩ" ǏǃƵ ƒ ǉǩ

Ǵùǳǉǒǻ ÜƗùƶƺǩƨǳ ƨǒƥùǀǩ ƗƞƨƥǻĂ (1.05) Ƹǃǻ ǐƨǴǒƶǳ ƻƒƨơǉƒĂ Ü(3.76) Ƹǃǻ ǑǻǴƪơ ƱƪĂǩǳǻĂ

Ʊùƪ Ăǩǳǻ Ă ǀƨǒƤǕ̄ƒ Ɨǻǩƨǳ!Ǵǻ "ƥƿǴǉ!ƒ ƨǒǂƺǩ!ƒ ƗƪƨƥǳǕ!ƒ ǀƨƒƥǫ ƴǒƞƬǩ" ǴǌƬǉĂ (31) ǲƿƨ ǀƨǀǒ!ƒ ƘƇǴƞ

ƱùƪĂǩǳ!ƒ ƸùǻĂ ƗƱùƪĂǩǳ ƨǒƥǀǩ ƗƞƨƥǻĂ (1.09) Ƹǃǻ ǐƨǴǒƶǳ ƻƒƨơǉƒĂ .(3.44) Ƹǃǻ ǑǻǴƪơ

ƨǒƥùǀǩ ƗùƞƨƥǻĂ (0.91) Ƹùǃǻ ǐƨǴùǒƶǳ ƻƒƨơǉƒĂ .(3.55) ýǂǂ Ɨ!ǴƬǕ̄ƒĂ ƗǉĂƨǳǃ! ǑǻǴƪơ!ƒ

ƘƒƨùǀƺƘǩùƪĂ ƗùƶƺǩƨǳƨǒƥùǀǩƗƞƨƥ ǏǃƵ ƘǃƬơ ǈǕǩƨǀƺ ǈǅ ýĂƥƞ!ƒ ǈǳ ƯơǙǒĂ ÜƗƱƪĂǩǳ

.ƗƱƪĂǩǳ ƨǒƥǀǩ Ɨƞƨƥ ǏǃƵ ƘǃƬơ

5. ǻǐƺƥyǅǁǁ ǻǐǳǴǁǁ

ƘǴƱƪĂǩǳ!ƒ ǚƒƨƤǩƪƒ ǲǩ ÜƨĂơǳ!ƒ ƒƦǌ ƘƒƨǀƺǏǃƵ ƗƪƒƨƥǏ!ƒ ƗǉǒƵ ƥƒƨƺǅ ǈƵ ƻƬǂǃ!

.(17) ýĂƥƞ!ƒ Ǒƺ ǈǕǻǳ ĂǌǴǳǂ ÜƗǒƨǴǒƶǳ!ƒ ƘǴƺƒƨơǉǕƒĂ ƗǕǻǴƪơ!ƒ

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(17) [illegible]

[illegible]

[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]
[illegible]	1.05	3.64	[illegible]	1	1
[illegible]	1.13	3.51	[illegible]	5	2
[illegible]	1.10	3.49	[illegible]	3	3
[illegible]	1.04	3.46	[illegible]	6	4
[illegible]	1.08	3.42	[illegible]	2	5
[illegible]	1.08	3.41	[illegible]	4	6
[illegible]	1.17	3.36	[illegible]	8	7
[illegible]	1.18	3.32	[illegible]	7	8
[illegible]	0.94	3.45	[illegible]		

[illegible] (17) [illegible] (3.64-3.32) [illegible] (1.18 - 1.04) [illegible] (1) [illegible] (3.64) [illegible] (1.05) [illegible] (7) [illegible] (3.32) [illegible] (1.18) [illegible] (3.45) [illegible] (0.94) [illegible]

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[illegible] (0.05 = α) [illegible]

[illegible]

[illegible]

[illegible]

[illegible]

. [illegible] (18) [illegible]

(18) [illegible]

[illegible]

[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]			
3.39	3.34	3.44	3.46	3.37	3.36	3.38	Σ	[illegible]	[illegible]
.78	.86	.89	.83	.85	.88	.85	Ƴ		
3.62	3.60	3.58	3.71	3.62	3.55	3.64	Σ	[illegible]	
.85	.91	.97	.87	.90	.97	.86	Ƴ		
3.57	3.55	3.58	3.65	3.54	3.51	3.59	Σ	[illegible]	[illegible]
.82	.88	.92	.85	.91	.92	.84	Ƴ		
3.42	3.37	3.37	3.52	3.42	3.40	3.41	Σ	[illegible]	
.84	.93	.94	.93	.85	.89	.89	Ƴ		
3.33	3.25	3.37	3.40	3.41	3.27	3.29	Σ	[illegible]	
.82	.89	.93	.81	.78	1.01	.93	Ƴ		
3.52	3.45	3.60	3.61	3.53	3.49	3.46	Σ	5 [illegible]	[illegible]
.76	.81	.83	.84	.81	.88	.82	Ƴ		
3.48	3.49	3.47	3.50	3.48	3.43	3.53	Σ	10-5 [illegible]	
.80	.90	.90	.81	.88	.91	.80	Ƴ		
3.51	3.47	3.50	3.64	3.49	3.45	3.53	Σ	10 [illegible]	
.88	.93	1.01	.91	.93	.98	.93	Ƴ		

[illegible] =Ƴ [illegible] =Σ

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ŀōƧĜōƶdž!ƒ ƘĜ5ƒƧơǊŬƒĂ ŀōhĜʅơ!ƒ ƘĜƱʅĂƙdž!ƒ Ŏ5 ǷōƧNjĜƲ ǷǈōĜhƙ (18) ýĂþƞ!ƒ Ǉōhŏ
ŀōƧŏþdž Ŏ5 ŀōĂǈĜǹ!ƒ ƩƧƒþdž ĭƧŏþdž ăþ! ĭƧƒþŮƒ Yƒþhǚƒ ýĂơ ŀʅƒƧþ!ƒ ŀǈōƵ þƒƧ5D ƘĜhĜƞƙʅŮ
ŬŎdžǁƶ!ƒ ýNjƋdž!ƒĂ ŬƩǉƞ!ƒ ƘƒƧŏʓƙdž ƘĜƒ5 ƻ ǖƙƤƒ ƔhʅhǇōdžǁƶdž!ƒ ƧƲǉ ŀnjƞĂ Ǉdž ƫ Ƨƞ ŀōhƧƙ
.lƧhƤ!ƒ ƘƒĂǉʅĂ

ǇōĜhƙ!ƒ ýōǁơƙ DžƒþƤƙʅƒ Džƙ ŀōhĜʅơ!ƒ ƘĜƱʅĂƙdž!ƒ ǇōhŀōƒĜƮơŮƒ ƾĂƧ5!ƒ ŀ!Ůþ ǇĜōh!Ă
ýĂþƞ ýǂǂ lƒþǖ! ŎǽǖǺ!ƒ ǇōĜhƙ!ƒ ýōǁơƙĂ ǁ!Ʀ ƠưĂō (19) ýĂþƞ ƘŮĜƞdž!ƒ ĬǁƵ þþƶƙdž!ƒ ŎǽǖǺ!ƒ
. ǁ!Ʀ ƠưĂō (20)

(19) üNjǫǚ

þNjƑƟDž ĂǂƳ ƔþĜƢǁƐ lƐNjdžƨNj ŮĬDžǂyǁƐ üǉjDŽDžǁƐNj ŮƧdžǚǁƐ þƙŬ ǫǫyǂDžǁƐ ĬƙǗƙǁƐ DžĩƑĜǂǁƐ üĭǂƟŀ
hĭĜþŀ Ĭʒ hĭNjdžƑƙǁƐ Ƨ þƐǫDž ăþĭǫDž njǫǁ ăþƐǫŪƐ ƱƐǫĜŪƐ üNjƟ hƨƐþǫǁƐ hdžĭƳ ǫƐþʓƈ lƑĜƑǚŀƨƐ
DžĭDžǂyDžǁƐ þưdž hNJǚNj DžDž Ʃþǚ

hǁŬǫǁƐ hĭǝƑƬƟŪƐ	ƹ hDžĭ5	ƯƨNjŀDž lƑyĜþDžǁƐ	lƑǚþǫ hĭþƟǁƐ	ƱNjþDžǚDž lƑyĜþDžǁƐ	þNjƑƟDžǁƐ	DžĩƑĜǂǁƐ þǫƬDž
.031	4.694	3.430	1	3.430	ĭƧƒþŬƒ ƱōƱƤƙ!ƒ	Ʃǉƞ!ƒ
.100	2.725	2.362	1	2.362	ĭƧƒþŬƒ ƾōʅǉƙ!ƒĂ DžōƲǉƙ!ƒ	.043=ǊǉƙĂNj
.010	6.725	5.195	1	5.195	ŀōƧƒþŬƒ ŀhĜþƧ!ƒĂ NōƞĂƙ!ƒ	.029=Ɵ
.013	6.179	4.495	1	4.495	ĭƧƒþŬƒ ƧōōʓƙƒĂ ƧōĂƱƙ!ƒ	
.210	1.575	1.359	1	1.359	ŀōƧƒþŬƒ ƘǖǂƬdž!ƒ ýơ	
.031	4.703	3.694	1	3.694	ĭƧƒþŬƒ DžōĂǀƙ!ƒĂ DžōōǀƙƒĂ	
.131	2.045	1.494	2	2.988	ĭƧƒþŬƒ ƱōƱƤƙ!ƒ	ŎdžǁƶƒĂ ýNjƋdž!ƒ
.454	.791	.686	2	1.371	ĭƧƒþŬƒ ƾōʅǉƙ!ƒĂ DžōƲǉƙ!ƒ	.964=ƩǂǁōĂ
.774	.256	.198	2	.395	ŀōƧƒþŬƒ ŀhĜþƧ!ƒĂ NōƞĂƙ!ƒ	.429=Ɵ
.286	1.257	.914	2	1.828	ĭƧƒþŬƒ ƧōōʓƙƒĂ ƧōĂƱƙ!ƒ	
.243	1.421	1.226	2	2.451	ŀōƧƒþŬƒ ƘǖǂƬdž!ƒ ýơ	
.196	1.637	1.286	2	2.571	ĭƧƒþŬƒ DžōĂǀƙ!ƒĂ DžōōǀƙƒĂ	
.772	.259	.189	2	.378	ĭƧƒþŬƒ ƱōƱƤƙ!ƒ	lƧhƤ!ƒ ƘƒĂǉʅ
.747	.292	.253	2	.507	ĭƧƒþŬƒ ƾōʅǉƙ!ƒĂ DžōƲǉƙ!ƒ	.951=ƩǂǁōĂ
.664	.411	.317	2	.634	ŀōƧƒþŬƒ ŀhĜþƧ!ƒĂ NōƞĂƙ!ƒ	.155=Ɵ
.195	1.641	1.194	2	2.387	ĭƧƒþŬƒ ƧōōʓƙƒĂ ƧōĂƱƙ!ƒ	
.468	.760	.656	2	1.312	ŀōƧƒþŬƒ ƘǖǂƬdž!ƒ ýơ	
.952	.049	.039	2	.077	ĭƧƒþŬƒ DžōĂǀƙ!ƒĂ DžōōǀƙƒĂ	

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hǘǗǥǁǁɛ hǐǝǂƬΘǕ̄ɛ	Ƹ hƲǅǐƺ	Ǖ ƨ ǋǂǅ ǉ ƒƴǴþǅǁɛ	ǉ ƒɯþƣ hǐþΘǁɛ	ƱǋǅǅɯǅǅǄ ǉ ƒƴǴþǅǁɛ	þǋǂΘǅǁɛ	ǅǐǂǴǂǁɛ þƣƬǅ
		.731	338	246.964	ĭ Ƨƒþǚƒ ƱǒƱƤǩ!ƒ	ƌƱƤ!ƒ
		.867	338	292.973	ĭ Ƨƒþǚƒ ƭǒƪǉǩ!ƒĂ ǅǒƱǉǩ!ƒ	
		.773	338	261.106	ǂǒƧƒþǚƒ ǂǂƥƧ!ƒĂ ǋǒƞĂǩ!ƒ	
		.728	338	245.903	ĭ Ƨƒþǘƒ Ƨǒǒʓǩ!ƒĂ ƧǒĂƱǩ!ƒ	
		.863	338	291.554	ǂǒƧƒþǚƒ Ƙǚǂƭǅ!ƒ ýơ	
		.785	338	265.492	ĭ Ƨƒþǚƒ ǅǒĂǉǩ!ƒĂ ǅǒǒǉǩ!ƒ	
			343	255.923	ĭ Ƨƒþǚƒ ƱǒƱƤǩ!ƒ	Ǒǂǂ!ƒ
			343	298.216	ĭ Ƨƒþǚƒ ƭǒƪǉǩ!ƒĂ ǅǒƱǉǩ!ƒ	
			343	267.670	ǂǒƧƒþǚƒ ǂǂƥƧ!ƒĂ ǋǒƞĂǩ!ƒ	
			343	255.458	ĭ Ƨƒþǘƒ Ƨǒǒʓǩ!ƒĂ ƧǒĂƱǩ!ƒ	
			343	297.347	ǂǒƧƒþǚƒ Ƙǚǂƭǅ!ƒ ýơ	
			343	274.012	ĭ Ƨƒþǚƒ ǅǒĂǉǩ!ƒĂ ǅǒǒǉǩ!ƒ	

:Ǒǩǚƒ (19) ýĂþƞ!ƒ Ǉǅ Ǉǒǩǒ

- ƱǒƱƤǩ!ƒ Ǒ5 Ʃǉƞ!ƒ Ƨǒʓǩǅ ƧƛǕ̄ ăƨƶǩ (0.05 = α) ǂǒǂǴƬơ ǂ!Ǖþ ƘƒƦ ƭĂƧ5 þĂƞĂ ǅǒĂǉǩ!ƒĂ ǅǒǒǉǩ!ƒĂ Ǖĭ Ƨƒþǘƒ Ƨǒǒʓǩ!ƒĂ ƧǒĂƱǩ!ƒĂ ǕǂǒƧƒþǘƒ ǂǂƥƧ!ƒĂ ǋǒƞĂǩ!ƒĂ Ǖĭ Ƨƒþǘƒ Ǒƥǂ Ǒ5 ǂǒǂǴƬơ ǂ!ƒþ ƭĂƧ5 ƧǌƱǩ ǅ! ǴǅǉǒǗ Ǖǂ ǴǉǗƒ Ơ!ǴƬ! ƭĂƧƺ!ƒ ƘǴƞĂ Ǖĭ Ƨƒþǘƒ ƧĂǴơǅ!ƒ

- Ǒǅǂƶ!ƒ ýǋƌǅ!ƒ Ƨǒʓǩǅ ƧƛǕ̄ ăƨƶǩ (0.05 = α) ǂǒǂǴƬơ ǂ!Ǖþ ƘƒƦ ƭĂƧ5 þĂƞĂ ǅþƵ .ƧĂǴơǅ!ƒ ýǒǅƞ Ǒ5 ǉƧƤ!ƒ ƘƒĂǉƪĂ

(20) [illegible]

[illegible]

[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]
.026	5.000	3.362	1	3.362	[illegible]
.288	1.250	.840	2	1.681	[illegible]
.684	.380	.255	2	.511	[illegible]
		.672	338	227.269	[illegible]
			343	234.015	[illegible]

:[illegible] (20) [illegible]

- [illegible] (0.05 = α) [illegible] 5.000 [illegible] 0.026 [illegible].
- [illegible] (0.05 = α) [illegible] 1.250 [illegible] 0.288.
- [illegible] (0.05 = α) [illegible] 0.380 [illegible] 0.684.

[illegible] (0.05 = α) [illegible]

[illegible] (21) [illegible].

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(21) üǊǫǛ

ǈǝǏǴ ƥƺƐǊǂ ǈǛƥǫ üǊǑ ǈƨƐƥǫǁƐ ǈǉǏƳ ǫƐƥƺǵ ǀƑǴǛǂƨǗ ǈǏƥƑǏƴǆǁƐ ǀƑƺƐƥƟǉǗǊ ǈǏǴƑƨƟǁƐ ǀƑƯƨǊǂǆǁƐ

ǀƐƥǏƷǂǆ ƒƨƟ ǅǏǆǂƴǆǁƐ ƥǜǉ ǈǊǛǊ ǅǅ Ʃƥǁ ǈǏǴƥǂ ǈǏƥǏǫǆ Ǐƺ ǈǏǊǉƑǁƐ ƨƥƐǫǆǁƐ Ǐƺ ǇǉǅƆ ǈǏƨƥǫǆ

ƳƥǴǬǁƐ ǀƐǊǉƨǊ ǗǏǅƴǁƐ üǉǅǆǁƐǊ ǗƨǉǛǁƐ

ǈǏƨƥǫǆǁƐ ǈǝǏǴǁƐ üǀǀ	ǈǏǉǴǁƐ ǈǏƺƥƳǆǁƐ	ǈǉǊƥǆǁƐ ǈǁƑƬǗǊ	ǋƑǛǉǁƐ ƼǊƻǁƐǊ	ǅǅǆǗƐ ǅƳǅǆǗǊ	ǈƟƬǁƐ ǈǏƨƥǫǆǁƐ			
3.41	3.25	3.35	3.46	3.50	3.49	Σ	ƨǂƦ	Ʃǉƞ!ƒ
.76	.89	.89	.89	.85	.76	Y		
3.72	3.65	3.75	3.66	3.72	3.79	Σ	Ǐƛǉƒ	
.83	.94	.88	.96	.98	.85	Y		
3.63	3.54	3.63	3.61	3.67	3.68	Σ	ǇǺƥ Ǵǆ5 ƩǍőƨǍ!Ǵǂǈ	ýǊƋǆ!ƒ Ǒǆǉž!ƒ
.80	.93	.87	.93	.92	.82	Y		
3.49	3.28	3.52	3.47	3.49	3.65	Σ	Ǒ!ǴƵ ǅǍǉƥ	
.90	.99	.97	1.00	1.04	.84	Y		
3.38	3.28	3.23	3.46	3.48	3.47	Σ	ǴǒǉƵ ƘǴƪƒƨƥ	
.73	.85	.92	.82	.77	.80	Y		
3.53	3.44	3.56	3.51	3.59	3.53	Σ	ƘƒǍǉƪ 5 Ǉǆ ýƿƒ	ƘƒǍǉƪ ǀƨǈƤ!ƒ
.78	.89	.87	.90	.91	.81	Y		
3.51	3.42	3.50	3.53	3.53	3.58	Σ	ƘƒǍǉƪ 10-5	
.76	.86	.87	.88	.89	.84	Y		
3.63	3.48	3.58	3.62	3.68	3.75	Σ	ƘƒǍǉƪ 10 Ǉǆ ƨƛǂƒ	
.87	1.02	.96	.98	.96	.81	Y		

ǐ ƨǴǒžǆ!ƒ ƻƒƨơǉǓƒ=Y ǑǈǴƪơ!ƒ ƱƪǍǩǆ!ƒ =Σ

ǂőƨǴǒžǆ!ƒ ƘǴ5ƒƨơǉǓƒǍ ǂőǈǴƪơ!ƒ ƘǴƱƪǍǩǆ!ƒ Ǒ5 ǴőƨǊǴƲ ǴǉőǴǈǩ (21) ýǍƥƞ!ƒ ǇǑǈő

Ǒ5 ǂőǍǉǴƛ!ƒ Σƨƒƥǆ!ƒ Ǒ5 ǊǉǆǴ ǂőƪƨƥǆ ǂƑőǈ ƨ5ƒǍǩ ǂƞƨƥ ýǍơ ǂƪƒƨƥ!ƒ ǂǉőƵ ƥƒƨ5 ƘǴǈǴƞǩƪǓ

ÜǑǆǉž!ƒ ýǊƋǆ!ƒǍ ÜΣǉƞ!ƒ ƘǴƑ5 ƻǖǩƤƒ Ɣǈƪǈ ǇǑǆǉžǆ!ƒ ƨƲǉ ǂǌƞǍ Ǉǆ ƫ ƨƞ ǂőǈƨǩ ǂőƨőƥǆ

.ǀƨǈƤ!ƒ ƘƒǍǉƪǍ

ǇǑǴǈǩ!ƒ ýǒǉơǩ ǅƒƥƤǩƪƒ ǅǩ ǂőǈǴƪơ!ƒ ƘǴƱƪǍǩǆ!ƒ ǇǑǈ ǂőƑǴƮơǓƒ ƾǍƨ5!ƒ ǂ!Ǔƥ ǇǴǒǈ!Ǎ

ýǍƥƞ ýǂǂ ǀƒƥǖ! ǑƛǖƛƗ!ƒ ǇǑǴǈǩ!ƒ ýǒǉơǩǍ ǁ!Ʀ ƠưǍő (22) ýǍƥƞ ƘǓǴƞǆ!ƒ ǏǉƵ ƥƥžǩǆ!ƒ ǑƛǖƛƗ!ƒ

.ǁ!Ʀ ƠưǍő (23)

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(22) üǈƣǁ

ǈƑǴǁǁŧƨƐ bǈƑƟDž ĂǂƳ ƔbǴƣǁǁ ǈƐǈƨƨǈ ÛĬDžǂƴǁǁ üǉƊDžǁƐǈ Ûƨ ǁǁ bkŬ ƣƣƴŧDžǁǁ Ĭkǘkǁǁ DžĩƑǴŧǁǁ üĭǂƟŧ
ǁĭǴbŧ ǁĭbĭƣDž Ĭƺ ǁĭǈƑkǁǁ ƨ bƐƣDžǁǁ Ĭƺ ǈDžƆ ǁĭƨbƣDž ǁƏĭǴ bƺƐǈŧ ǁǁbƣ üǈƟ ǁƨƐbƣǁǁ ǁĩƳ ƣƐbƺ
DžĩDžǂƴDžǁǁ bƜ ǁǈǁǁǈ DžDž Σbǁǁ

ǁǁŬƣǁǁ ǁĭƏƑƬƟŪƐ	Σ ǁDžĩƽ	ƯƨǈŧDž ǈƑƴǴbDžǁǁ	ǈƑǁbƣ ǁĭbƟǁǁ	ƱǈǉDžǁǁDž ǈƑƴǴbDžǁǁ	bǈƑƟDžǁǁ	DžĩƑǴŧǁǁ bƣƬDž
.006	7.797	5.104	1	5.104	Ŧŏʅ Ƨbdž!ƒ ŦơƮ!ƒ	Σǉƞ!ƒ
.064	3.463	2.903	1	2.903	ǈǴdžŬƒĂ ǈdžŬƒ	.066=ǈǉǁkĂǈ
.114	2.514	2.169	1	2.169	ƨĂƽk!ƒĂ ƟǴƞǉ!ƒ	.001=Ɵ
.000	12.966	10.107	1	10.107	Ŧ!ǴƮŬƒĂ ŦǉĂƧdž!ƒ	
.000	13.526	11.309	1	11.309	ŦŏƽƧƶdž!ƒ Ŧŏǉǌ!ƒ	
.458	.782	.512	2	1.024	Ŧŏʅ Ƨbdž!ƒ ŦơƮ!ƒ	Ŏdžǁƶ!ƒ ýǈƌdž!ƒ
.157	1.863	1.562	2	3.123	ǈǴdžŬƒĂ ǈdžŬƒ	.950=Σ ǂǁŏĂ
.362	1.020	.880	2	1.761	ƨĂƽk!ƒĂ ƟǴƞǉ!ƒ	.066=Ɵ
.144	1.950	1.520	2	3.040	Ŧ!ǴƮŬƒĂ ŦǉĂƧdž!ƒ	
.144	1.951	1.631	2	3.262	ŦŏƽƧƶdž!ƒ Ŧŏǉǌ!ƒ	
.125	2.089	1.367	2	2.735	Ŧŏʅ Ƨbdž!ƒ ŦơƮ!ƒ	ǈƧƕƤ!ƒ ƘƒĂǉʅ
.159	1.849	1.550	2	3.099	ǈǴdžŬƒĂ ǈdžŬƒ	.970=Σ ǂǁŏĂ
.466	.766	.661	2	1.322	ƨĂƽk!ƒĂ ƟǴƞǉ!ƒ	.423=Ɵ
.433	.840	.655	2	1.309	Ŧ!ǴƮŬƒĂ ŦǉĂƧdž!ƒ	
.447	.807	.675	2	1.350	ŦŏƽƧƶdž!ƒ Ŧŏǉǌ!ƒ	
		.655	338	221.267	Ŧŏʅ Ƨbdž!ƒ ŦơƮ!ƒ	ƌƱƤ!ƒ
		.838	338	283.306	ǈǴdžŬƒĂ ǈdžŬƒ	
		.863	338	291.617	ƨĂƽk!ƒĂ ƟǴƞǉ!ƒ	
		.779	338	263.463	Ŧ!ǴƮŬƒĂ ŦǉĂƧdž!ƒ	
		.836	338	282.606	ŦŏƽƧƶdž!ƒ Ŧŏǉǌ!ƒ	
			343	232.262	Ŧŏʅ Ƨbdž!ƒ ŦơƮ!ƒ	Ŏǁǂ!ƒ
			343	292.391	ǈǴdžŬƒĂ ǈdžŬƒ	
			343	297.287	ƨĂƽk!ƒĂ ƟǴƞǉ!ƒ	
			343	281.419	Ŧ!ǴƮŬƒĂ ŦǉĂƧdž!ƒ	
			343	300.466	ŦŏƽƧƶdž!ƒ Ŧŏǉǌ!ƒ	

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:ŎƙŨƒ (22) ýĂþη!ƒ ǇJdž ǇJŏŀƙŏ

- ŀơƮ!ƒ Ŏ5 ΣǊη!ƒ ƧŏƺƙdžƧλŰ ăƨƶƙ (0.05 = α) ŀŏƑƓƮơǫ ŀ!ŬþƘƒƦ ƾĂƧ5 þĂηĂ
Dž! Ǵdžǉŏŀ Ü ŀ ǴǉŰƒ Ơ!ƓƮ! ƾĂƧƨ!ƒ ƘƇηĂ ÜŀŏƼƧƶdž!ƒ ŀŏǉŀ!ƒĂ Üŀ!ƓƮŰƒĂ ŀǉĂƧdž!ƒĂ ÜŀŏƖƧþdž!ƒ
.ƧĂƓơdž!ƒ ŎpǴŀ Ŏ5 ǴŏƑƓƮơǫ ŀ!ƒþ ƾĂƧ5 ƧnjƱƙ
- ŎdžǁƶƗ!ƒ ýNjƋdž!ƒ ƧŏƺƙdžƧλŰ ăƨƶƙ (0.05 = α) ŀŏƑƓƮơǫ ŀ!ŬþƘƒƦ ƾĂƧ5 þĂηĂ DžþƵ
.ƧĂƓơdž!ƒ ýŏdžη Ŏ5 lƧŀƤ!ƒ ƘƒĂǉƖĂ

(23) üNjƣШ

ƣƐþƺƈ lƑƓШŀƨƐ ĂǂY ƔþƓƇǁƐ lƐNjdžƨNj ÛĬDžǂƔǁƐ üǉƊDžǁƐNj ÛƧdžШǁƐ þƙŬ ĬƙŰƙǁƐ DžĩƑƓǂǁƐ üĩǂƟŀ
ŀĭƓþŀ ŀĭþĭƣDž Ĭƺ ŀĭNjdžƑƙǁƐ Ƨ þƐƣDžǁƐ Ĭƺ ǇdžDžƆ ŀĭƨþƣDž ŀƏĭƓ þƺƐNjŀ ŀШþƣ üNjƟ ŀƨƐþƣǁƐ ŀdžĩY
DžĩDžǂƔDžǁƐ þưdž ŀNJШNj DžDž Σ þШ

ŀǁŰƣǁƐ ŀĭƏƑƮƟŰƐ	ƺ ŀDžĩƼ	Ưƨ NjŀDž lƑƔƓþDžǁƐ	lƑШþƣ ŀĭþƟǁƐ	ƱNjDžШDž lƑƔƓþDžǁƐ	DžĩƑƓǂǁƐ þƣƮDž
.003	9.211	5.833	1	5.833	ΣǊη!ƒ
.206	1.588	1.006	2	2.012	ŎdžǁƶƗ!ƒ ýNjƋdž!ƒ
.268	1.322	.837	2	1.674	lƧŀƤ!ƒ ƘƒĂǉƖ
		.633	338	214.059	ƋƱƤ!ƒ
			343	225.082	Ŏǁǂ!ƒ

:ŎƙŨƒ (23) ýĂþη!ƒ ǇJdž ǇJŏŀƙŏ

- ƘƺǁŀŀŏơÜΣǊη!ƒ ƧŏƺƙdžƧλŰ ăƨƶƙ (0.05 = α) ŀŏƑƓƮơǫ ŀ!ŬþƘƒƦ ƾĂƧ5 þĂηĂ
. ŀ ǴǉŰƒ Ơ!ƓƮ! ƾĂƧƨ!ƒ ƘƇηĂ .0.003 Ƙƺǁŀ ŀŏƑƓƮơƒ ŀ!ŬþŀĂ 9.211 ƻ ŀdžŏp
- ÜŎdžǁƶƗ!ƒ ýNjƋdž!ƒ ƧŏƺƙdžƧλŰ ăƨƶƙ (0.05 = α) ŀŏƑƓƮơǫ ŀ!ŬþƘƒƦ ƾĂƧ5 þĂηĂ DžþƵ
.0.206 Ƙƺǁŀ ŀŏƑƓƮơƒ ŀ!ŬþŀĂ 1.588 ƻ ŀdžŏp Ƙƺǁŀ ŀŏơ
- ÜlƧŀƤ!ƒ ƘƒĂǉƖ ƧŏƺƙdžƧλŰ ăƨƶƙ (0.05 = α) ŀŏƑƓƮơǫ ŀ!ŬþƘƒƦ ƾĂƧ5 þĂηĂ DžþƵ
.0.268 Ƙƺǁŀ ŀŏƑƓƮơƒ ŀ!ŬþŀĂ 1.322 ƻ ŀdžŏp Ƙƺǁŀ ŀŏơ

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[illegible]

[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]		
**.728	**.677	**.708	**.662	**.669	**.560	[illegible]	[illegible]
.000	.000	.000	.000	.000	.000	[illegible]	
344	344	344	344	344	344	[illegible]	
**.771	**.718	**.734	**.701	**.709	**.605	[illegible]	[illegible]
.000	.000	.000	.000	.000	.000	[illegible]	
344	344	344	344	344	344	[illegible]	
**.769	**.708	**.726	**.716	**.732	**.577	[illegible]	[illegible]
.000	.000	.000	.000	.000	.000	[illegible]	
344	344	344	344	344	344	[illegible]	
**.761	**.686	**.730	**.724	**.708	**.576	[illegible]	[illegible]
.000	.000	.000	.000	.000	.000	[illegible]	
344	344	344	344	344	344	[illegible]	
**.768	**.692	**.741	**.729	**.739	**.556	[illegible]	[illegible]
.000	.000	.000	.000	.000	.000	[illegible]	
344	344	344	344	344	344	[illegible]	
**.799	**.744	**.765	**.755	**.735	**.599	[illegible]	[illegible]
.000	.000	.000	.000	.000	.000	[illegible]	
344	344	344	344	344	344	[illegible]	
**.829	**.763	**.794	**.773	**.774	**.626	[illegible]	[illegible]
.000	.000	.000	.000	.000	.000	[illegible]	
344	344	344	344	344	344	[illegible]	

* [illegible] (0.05).

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الفصل الخامس

مناقشة النتائج والتوصيات

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ƴőďŋ Ŏ5 ŎďǁƶŸ ýǋƋďŸ ƨőȝǩď ƨλǕ ăƨƶǩ (0.05=α) ƗŸǙþŸ ăĂǩƪď þǉƵ ƗőƑƓƮơǫ ƗŸǙþ

ƨλǕ ăƨƶǩ (0.05=α) ƗŸǙþŸ ăĂǩƪď þǉƵ ƗőƑƓƮơǫ ƗŸǙþ ƘƒƦ ƽĂƨ5 þĂŋĂ ǲþƵĂ ǗƨĂƓơďŸ

.ƨĂƓơďŸ ƴőďŋ Ŏ5 ǀƨǶƤŸ ƘƒĂǉƪ ƨőȝǩď

:ŎǩǕƒ ĂơǉŸ ǏǁƵ ǇőďǁƶďŸ ƨǓǉ ƗǌŋĂ ǇďƗǉďƈ ƗőƪƨþďƗƑőǶ ƨĂƓơď Ŏ5 ǋƑƓǩǉŸ ƗƬƥƓǉď ǲǩĂ

ƨ ǁƜ þǐƸƗǅ :ǗǋǇ

ƨĂơď Ŏ5 Ʃǉŋ!ƒ ƨőȝǩď ƨλǕ ăƨƶǩ ƗőƑƓƮơǫ ƗŸǙþ ƘƒƦ ƽĂƨ5 þĂŋĂ ǋƑƓǩǉŸ ƘƨǌǓƉ

ƗŸƒþ Ɨ ƓǉǗƒ Ơ!ƓƮ! ƽĂƨ5ŸǉƦǋ ƘƇƓŋĂ .Ɨő5ƨƶďŸ ƗƑőǶŸƒĂ ǗƗ!ƓƮǕƒĂ ƗǉĂƨďŸƒĂ ǗƗőƪƨþďŸ ƗơƮŸ

.ƨĂƓơďŸ ŎƥƓǶ Ŏ5 ƓőƑƓƮơǫ ƗŸƒþ ƽĂƨ5 ƨǌǓǩ ǲ! ƓďǉőǶĂ ǗǮőƑƓƮơǫ

ƨĂƶƬǁ! ǕőďƨλƗƉ ǇĂƗǩ ƗőƪƨǉŸƒĂ ƗőŋĂ!ĂőƪƨŸ ǏλǉǕƒ ƗƶőǶƱ ǇƉ Ǐ!ǫ Ǉ!Ʀ ƨőƪ5ǩ ǇƗďőĂ

ƩƓďơ!ƒĂ ƗǶƺƨŸƒ ǇƉ Ǐ!ǫ Ǉ!Ʀ ƨőƪ5ǩ ǇƗďő Ɠďƚ ǗƨĂƗƦ!ƒ ǇďƈƨλƗƉ ŎƪƨþďŸƒ ǏǉǶďŸƒ ýƤƒþ ǇďǕƓǶ

ƨλƗƉ ƓǌǉƉ Ǐ!ǫ Ɨ5ƓưǗƓǶ ǗƨĂƗƦ!ƒ ǇďƈƨλƗƉ ƗǉďƈƗőƪƨþďƗƑőǶƨő5Ăǩ Ŏ5 ǏλǉǕƒ þǉƵ Ɨőƶ5ƒþ!ƒĂ

Ɨþǚ Ƶ ƘƒƨőþďŸƒĂ ƘƓďǁƶďŸƒĂ ǇőǶ ƗþǚƶŸ ǇƉ ƓďƗ ǗƴďǩŋďŸƓǶ ƱƒƨƤǉƒĂ ǲőǁƶǩ!ƒ Ɨǉǌď ƴď ǮďƓŋƪǉƒ

.ƨĂƗƦ!ƒ ǇďƈƨλƗƉ ǇƓďǕƒĂ Ɨ5ƓǓǉŸ ýǶƪ Ɠǌő5 ƨ5Ăǩǩ Ɨ ƓǉǗƒ ăþ! ŎƪƨþďŸƒ ǏǉǶďŸƒ ƗƶőǶƱĂ Ɨő5ƱƓƵ

þĂŋĂ Ǐ!ǫ ƘƨƓƬƉ Ŏǩ!ƒ (2010) ŎǶƓǶþ!ƒ ƗƪƒƨþƗŋőǩǉ ƴď ƗƪƒƨþŸƒ ǉƦǋ ƗŋőǩǉƘǀ5ǩƒĂ

. Ɨ ƓǉǗƒ Ơ!ƓƮ! ƘƇƓŋĂ ƗőƑƓƮơǫ ƗŸǙþ ƘƒƦ ƽĂƨ5

ǏǲƗƴǁƸ üǉǲƉǲǁƸ þǐƸƗǅ :ƒǏďƑǩ

(0.05=α) ƗŸǙþŸ ăĂǩƪď þǉƵ ƗőƑƓƮơǫ ƗŸǙþ ƘƒƦ ƽĂƨ5 þĂŋĂ ǲþƵ ǋƑƓǩǉŸ ƘƨǌǓƉ

ǇőďǁƶďŸ ǇƉ Ǐ!ǫ Ǉ!Ʀ ƨőƪ5ǩ ǇƗďőĂ .ƨĂƓơďŸ ƴőďŋ Ŏ5 ŎďǁƶŸ ýǋƋďŸ ƨőȝǩď ƨλǕ ăƨƶǩ

Ɠďď ƗǉďƈƗőƪƨþďƗƑőǶ ƨő5Ăǩ ƗőďǋǇ ǏǁƵ ǇĂǀ5ǩď ƗőďǁƶŸ ǲǌǩǕǋƋď ǇƵ ƨǓǉŸ ƯȝǶ ƘƓďǁƶďŸƒĂ

ƗƑőǶ ƨő5Ăǩ ǇƉ Ǐ!ǫ Ǉ!Ʀ ƨőƪ5ǩ ǇƗďő Ɠďƚ ǗǇőďǁƶďŸƒĂ ƗǶǁƱǁ! ŎƨőǓĂ!ƒĂ ŎƪǉŸƒ ƨƒƨǀƪǕƒ Ǐ!ǫ ǐþƋő

ƘǕƗƬďŸ ǇƉď ýőǁǀŸƒ Ǐ!ǫĂ ƗƪƨþďŸ Ŏ5 ŎǶǕƱŸ Ƶǉƶ!ƒ ǀƨǋƓǓ ǇƉď þơ!ƒ Ŏ5 ǲǌƪő ƗǉďƈƗőƪƨþď

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.ǇǒɕĂķIJĂ ƧTǀǁ! Ƨɳ5IJ Ɛĩď ÜĹǇĜďžƵ .ăβƐqŪƐ ŖĭDŽŧǁĐǋ ƱƐqĜŪƐ .(2007) ƥďžơdž ÜǑŚǒƙƶIJ

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.ĹƥƧŪIJ ÜƥŚƧƪ Üǁ ĂdžƧǒIJ ŧƶdžĜɳ ÜŀƧĂTǀdž

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ǁ ĂdžƧŏ!ƒ	ǂŏǁƨƙ ýĂƬɒ	ǐ ƧƓŏơ!ƒ ǇƪơŃþ.ɒ	9
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جامعة اليرموك/ كلية التربية

قسم الإدارة وأصول التربية

أخي المعلم/ أختي المعلمة:.. المحترم / المحترمة

تحية طيب وبعد:

يقوم الباحث بدراسة بعنوان **"الإبداع الإداري لدى مديري المدارس الثانوية في محافظة جرش وعلاقتها بتهيئة بيئة مدرسية آمنة من وجهة نظر المعلمين"**. وذلك استكمالاً لمتطلبات الحصول على درجة الدكتوراه في التربية تخصص "الإدارة التربوية".

لذلك يرجى التكرم بالإجابة على فقرات هذه الاستبانة بكل موضــوعية ودقــة، وذلــك بوضع إشارة (×) في المكان المناسب والذي يعبر عن وجهة نظرك، علماً بأن الإجابات سوف تستخدم لأغراض البحث العلمي فقط.

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شاكراً لكم حسن التعاون

معلومات عامة:

الجنس : ☐ ذكر ☐ أنثى

المؤهل العلمي: ☐ بكالوريوس فما دون ☐ دبلوم عالي ☐ دراسات عليا

سنوات الخبرة: ☐ أقل من 5 سنوات ☐ من 5– 10 سنوات ☐ أكثر من 10 سنوات

الباحث علي محمد أحمد الجسار

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أولا: الإبداع الإداري

الرقم	المجال	موافق بشدة	موافق	معارض	معارض بشدة
(1)	**محور التخطيط الإداري:**				
.1	يصيغ مدير المدرسة الخطط التربوية بمرونة مقصودة.				
.2	يمتلك المقدرة على التخطيط الاستراتيجي للمدرسة.				
.3	يعمق النمو المهني لدى المعلمين لإبراز مواهبهم.				
.4	يدخل الأساليب الحديثة المبدعة في عملية التخطيط.				
.5	يعقد جلسات العصف الذهني لمناقشة النشاطات المخطط لها.				
.6	ينمي التفكير المنتج في تنفيذ خططه.				
.7	يقدم البرامج الإبداعية للطلبة.				
.8	يتبع خطط بناءة في إدارة الوقت.				
.9	ينوع في استخدام الخطط حسب المواقف الإدارية.				
(2)	**محور التنظيم والتنسيق الإداري:**				
.1	يبتكر أساليب هادفة للعمل الجماعي في المدرسة.				
.2	يقسم العمل بما يتناسب مع مواهب المعلمين المتميزين				
.3	يحدد الكيفية التي يتم بها إنجاز العمل بشكل متميز.				
.4	ينظم المعارف والنشاطات بطريقة مميزة				
.5	يصمم المشاريع الإبداعية وفق منهجية علمية منظمة.				
.6	يبتكر فرص جديدة ومتنوعة للتواصل بين المعلمين لإنجاز الأهداف التعليمية.				
.7	ينظم حلقات على مستوى عالي وبشكل مستمر للإطلاع على التجارب الجديدة.				
.8	يمارس الإبداع في التعامل مع المتغيرات الطارئة بنظرة مستقبلية.				
(3)	**محور التوجيه والرقابة الإدارية:**				
.1	يقدم خطة للإرشاد والتوجيه المستمرين للمعلم.				
.2	يثير التوجيه الذاتي لدى المعلم.				
.3	يوفر قنوات مفتوحة بين المدرسة وأولياء الأمور.				
.4	يوجه المعلم إلى عناصر الإبداع التعليمي.				
.5	يعطي العديد من الحلول للمشاكل التي تطرح عليه.				
.6	يبني أنشطة وممارسات موجه لتنمية المواهب الإبداعية لدى المعلمين.				
.7	يوجه المعلمين إلى طرح أفكار إبداعية لإنجاح العملية التعليمية.				
.8	يكشف عن الموهبة المتميزة لتوجيه العمل الأكاديمي.				
.9	يوفر قاعدة إرشادية واسعة لتوجيه الطلبة.				
.10	يوجه الفنون البصرية والأدائية لدى المعلمين المتميزين.				

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.4	محور التطوير والتغيير الإداري:					
.1	يمنح حرية التفكير بكل الأفكار المطروحة من قبل المعلمين.					
.2	يستعمل أفكار المعلمين كأساس لاكتشاف أفكار جديدة.					
.3	يطلع على الاتجاهات المستقبلية للعمل الإبداعي للاستفادة منه في تطوير عمله.					
.4	يعمل في إطار السياسة التربوية الوطنية من أجل التغيير.					
.5	يطلع باستمرار على النشاطات والمستجدات التربوية الحديثة.					
.6	يبتكر أساليب جديدة لتميز والنجاح ومجاراة الواقع.					
.7	يستخدم وسائل التكنولوجيا الحديثة التي تسهم في تطوير العمل المدرسي.					
.8	يعقد ورش عمل للإطلاع على التطوير بشكل مستمر.					
5	محور حل المشكلات الإدارية:					
.1	يتنبئ بالمشكلات التي ستواجهه قبل حدوثها.					
.2	يمتلك رؤية شاملة للمشكلات.					
.3	يحاول تطبيق طرق وأساليب جديدة لحل المشكلات التي يواجهها أثناء العمل.					
.4	يسعى بصفة دائمة لاكتساب مهارات جديدة في عمله تساعده على حل المشكلات بأساليب مبتكرة.					
.5	يستخدم التفكير المنظم بخطوات متتابعة لحل المشكلات.					
.6	ينظر إلى المشكلة من عدة زوايا لإنتاج أكبر عدد من الأفكار.					
.7	يصيغ المدير المشكلة المطروحة بأساليب مختلفة لتظهر بصورة حقيقية.					
.8	يعمل على حل المشكلات بحكمة وروية.					
6	محور التقييم والتقويم الإداري:					
.1	يقوم الأهداف عن طريق مخرجات الأعمال ونتائجها.					
.2	يستخدم التقييم للكشف عن التطوير الإبداعي المستمر.					
.3	يتحقق من إبداع أداء الأعمال وإنجازها.					
.4	يجمع معلومات عن الأداء الفعلي الإبداعي للمعلمين.					
.5	يجري مقارنات ودراسات تحليلية لدرجة توافق الانجاز مع المدة الزمنية.					
.6	يتأكد من الإجراءات التي تتم وفق أنظمة وتعليمات تكفل تحقيق أهداف المدرسة.					
.7	يشكل لجنة إبداعية متخصصة على مستوى عالي لتقويم أعمال المعلمين.					
.8	يقيم أداء المعلمين المتميزين وتقديمها لمديرية التربية والتعليم.					
.9	يقيس درجة التقدم في إبداعات وابتكارات المعلمين وما لديهم من قيم واتجاهات فكرية.					

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ثانيا: بيئة مدرسية آمنة

الرقم	المجال	موافق بشدة	موافق	معارض	معارض بشدة
(1)	محور الصحة المدرسية:				
.1	تتمتع البيئة المدرسية بالنظافة.				
.2	تتبنى إدارة المدرسة مشروع الصحة المدرسية.				
.3	تعد المدرسة برنامج يومي لتنظيف مرافق المدرسة.				
.4	تعد صحة البيئة المدرسية من الأمور الهامة للمعلم والطلبة.				
.5	تتبنى إدارة المدرسة برامج توعوية بيئية تعطى بشكل دوري من قبل متخصصين.				
.6	تنظم إدارة المدرسة فقرة إذاعية للحث على النظافة.				
.7	توفر إدارة المدرسة الإضاءة والتكييف الجيد في المدرسة.				
.8	تعزز المدرسة الطلبة المهتمين بالنظافة.				
.9	تشكل إدارة المدرسة لجان للمحافظة على المرافق المدرسية.				
(2)	محور الأمن والأمان:				
.1	تهتم إدارة المدرسة بالمعلمين بشكل جماعي وشخصي.				
.2	تعامل إدارة المدرسة المعلمون باحترام.				
.3	تشعر إدارة المدرسة المعلم بالأمان داخلها وخارجها.				
.4	تساعد إدارة المدرسة في جعل البيئة المدرسية بيئة تعلم آمنة.				
.5	توفر إدارة المدرسة مخطط لخطة الإخلاء في حالة حدوث طارئ.				
.6	تنظم إدارة المدرسة جهاز اتصال بين الإدارة والمرافق الأخرى.				
.7	تتخذ إدارة المدرسة الإجراءات حول غياب الطلبة المتكرر.				
.8	توفر إدارة المدرسة الأدوات والأجهزة التي تخدم الأمن والأمان.				
(3)	محور النجاح والتفوق:				
.1	تساعد إدارة المدرسة المعلم على فهم ما هو مطلوب منه لتحقيق أهداف المدرسة.				
.2	تحث إدارة المدرسة المعلمين على العمل بصورة جادة في وضع الأهداف التعليمية.				
.3	توفر إدارة المدرسة الأنشطة التربوية لتدريب الطلبة على التفكير.				
.4	تضع إدارة المدرسة أسس للمناقشة الفعالة المجدية داخل الغرفة الصفية.				
.5	تحترم إدارة المدرسة من يطرح الأفكار بطريقة تجديدية.				
.6	تكلف إدارة المدرسة المتفوقين بتدريبات وواجبات إثرائية.				
.7	تعطي إدارة المدرسة الوقت المناسب لتوظيف المعلومات لتحقيق أهداف حياتية.				

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(4)	محور المرونة والأصالة:					
.1	تشجع إدارة المدرسة الطلبة على ممارسة التفكير الإبداعي.					
.2	تتيح إدارة المدرسة مجال العمل التعاوني بين الطلبة.					
.3	توفر إدارة المدرسة أنشطة تربوية حديثة لتدريب الطلبة على مرونة التعليم.					
.4	تشجع إدارة المدرسة الطلبة المبدعين بإعداد وسائل تعليمية تتعلق باهتماماتهم.					
.5	تعمل إدارة المدرسة على توفير بيئة صفية مرنة يسودها احترام الرأي والرأي الآخر.					
.6	تركز إدارة المدرسة على دور الطلبة ليكون وسيطاً لنقل فعاليات المدرسة إلى المجتمع.					
.7	تشجع إدارة المدرسة التفكير الناقد.					
.8	تساهم إدارة المدرسة في توعية أفراد المجتمع بأهمية البيئة المدرسية.					
(5)	البنية المعرفية:					
.1	تنمي إدارة المدرسة جوانب المعرفة الذاتية لدى الطلبة.					
.2	توفر إدارة المدرسة أنشطة تعليمية بما يتناسب مع مقدرات الطلبة المعرفية.					
.3	تتيح إدارة المدرسة الفرص لدى الطلبة في تنفيذ جوانب الإدراك والانتباه.					
.4	تعلم إدارة المدرسة الطلبة على ربط العلاقات الموجودة بين السبب والنتيجة.					
.5	تحترم إدارة المدرسة الطلبة الذين يقدمون معرفة إبداعية.					
.6	تتيح إدارة المدرسة للطلبة دمج الأفكار التعليمية بطرق مختلفة.					
.7	تستضيف إدارة المدرسة خبراء في مجال تكنولوجيا المعلومات لتطبيق خبراتهم على الطلبة.					
.8	تساهم إدارة المدرسة في الإثراء المعرفي للمجتمع المحلي بالتعاون مع المعلمين والطلبة في المدرسة.					

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جامعــــة اليرمــوك
YARMOUK UNIVERSITY

كليــة التربيــة
مكتـــب العميـــد

الرقم : ك ت/١٠٧/ ١٨ / ٢٤٦
التاريخ : ٦/جمادي الأخرة/١٤٣٤ هـ
الموافق : ١٧/نيسان/٢٠١٣ م

عطوفة مدير مديرية تربية جرش المحترم

الموضوع: تسهيل مهمة الطالب علي محمد احمد الحسار

تحية طيبة وبعد ،،،

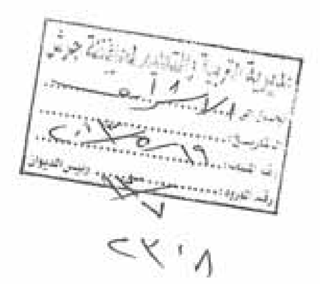
يقوم الطالب **علي محمد احمد الحسار** ورقمه الجامعي (٢٠٠٩٢١٠٠٨٤)، بدراسة بعنوان **"الابداع الإداري لدى مديري المدارس الثانوية في محافظة جرش وعلاقتها بتهيئة بيئة مدرسية آمنه من وجهة نظر المعلمين"**؛ وذلك استكمالا لمتطلبات الحصول على درجة الدكتوراه في التربية، تخصص إدره تربوية، ويستدعي ذلك معرفة عدد معلمي ومعلمات المرحلة الثانوية، فضلاً عن توزيع اداة الدراسة (استبانة) على عينة منهم في المدارس التابعة لمديريتكم.

أرجـو التكرم بالاطلاع والموافقـة على تسهيل مهمـة الطالب المذكور أعلاه .

وتفضلوا بقبول فائق الاحترام،،،

عميد كلية التربية

أ.د. أمل خصاونة



تلفون : ٧٢١١١١١ – ٢ – ٩٦٢ +   فاكس : ٧٢١١١٩٩ –٢– ٩٦٢ +   اربد – الأردن
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Ƨ þƐqDžǁƐ ăþĭqDž Ăǁā Σ þɯ hʊɛʒƑʘDž Ĭʒ !ĭǂyǂǁƐǋ hʊĭƓþǂǁƐ hʊĭþĭqDž DžDž ǇɯNjDž hʊDžNJDž üĭNJ ƨǂ ƒƑǂǀ

hʊĭNjǆƑƙǁƐ



بسم الله الرحمن الرحيم

وزارة التربية والتعليم

مديرية التربية والتعليم لمحافظة جرش

الرقم

التاريخ

الموافق

مدير /مديرة المحترم / ة

الموضوع:- البحث التربوي

السلام عليكم ورحمة الله وبركاته،،،

الاشـــــــارة لكتاب رئيس جامعة اليرموك رقم ك ت/١٠٧/ ١٨/٣٤٦ تاريخ ٢٠١٣/٤/١٧

يقوم الطالب علي محمد احمد الجسار بدراسة بعنوان " الابداع الاداري لدى مديري المدارس الثانوية في محافظة جرش وعلاقتها بتهيئة بيئة مدرسية آمنة من وجهة نظر المعلمين " وذلك استكمالا لمتطلبات الحصول على درجة الدكتوراه في التربية ، تخصص ادرة تربوية ويستدعي ذلك الى تطبيق الدراسة على عينة من معلمي ومعلمات مدارسكم.

يرجـــــــــى تسهيل مهمة الطالب المذكور .

وتفضلوا بقبول فائق الاحترام

مدير التربية والتعليم

الدكتور

صالح حسن بني خلف

نسخة:-

- مدير الشؤون التعليمية والفنية
- ر.ق. التدريب والتأهيل والاشراف التربوي

ك.ع ٥/١٩

هاتف: ٠٢٦٣٥١٤٤٩ +٩٦٢ فاكس: ٠٢٦٣٥١٠٦٩ +٩٦٢ ص.ب ١٨ جرش ٢٦١١٠ الأردن

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مديرية التربية والتعليم / جرش

قسم التخطيط التربوي

العام الدراسي 2013/2012

عدد المدارس الثانوية وعدد المعلمين فيها

لمن يهمه الأمر:

عدد المدارس الثانوية 52 منها 23 مدرسة للذكور و29 مدرسة للإناث

عدد المعلمين والمعلمات في المدارس الثانوية 1358 منهم 523 معلم و835 معلمة

الدكتور
صالح حسن بني خلف

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Abstract

Al-jasar Ali Mohammad. Administrative Creativity among Secondary School Principal in Jerash Governorate and its Relation to the Preparation of Safe School Environment as Perceived by Teachers. PhD Disertation. Yarmouk University. 2013. Supervisor: (Prof. Saleh Naser Olimat)

The purpose of this study is to investigate Creativity among Secondary School Principal in Jerash Governorate and its Relation to the Preparation of Safe School Environment as Perceived by Teachers. To achieve the aim of this study the researcher developed a questionnaire consisted of two parts, the first to measure creativity among school principals as perceived by teachers consisted of (52) items distributed into six domains: administrative planning, administrative organization and coordination, internal observation and direction, administrative development and change, administrative problem solving and administrative evaluation and assessment. The second was about the availability degree of safe school environment consisted of (40) items distributed into five domains: school health, safe and security, success, flexibility, originality and cognitive structure. The questionnaire was administrated into a sample of (344) male and female teachers from secondary schools in Jerash in the schooling year 2012/2013 selected randomly.

The findings of the study showed that the level of administrative creativity among secondary school principals as perceived by teachers was in an average level in all domains. Meanwhile, the availability degree of safe school environment among secondary school principals as perceived by teachers was in an average level in all domains. Moreover, there were significant statistical differences at the level of (α = 0.05) attributed to gender in administrative planning, internal observation and direction,

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administrative development and change and administrative evaluation and assessment in favor of females.

There were no significant statistical differences at the level of (α = 0.05) attributed to scientific qualification and years of experience in all domains.

Furthermore, There were significant statistical differences at the level of (α = 0.05) attributed to gender in safe school environment domains school health, flexibility, originality and cognitive structure in favor of females. There were no significant statistical differences at the level of (α = 0.05) attributed to scientific qualification and years of experience in all domains. The findings of the study showed that there is a positive relationship between administrative creativity among secondary school principals in Jerash Directorate and preparing a safe school environment as perceived by teachers.

Based on the findings of the study the researcher recommended the need of taking careful attention of administrative creativity and safe school environment as well as conducting courses in the same field for school principals. Moreover, Focusing on studying creativity skill and studying all problems preventing it as well as forming teams to follow up with safe school preparation. Finally, conducting more studies about administrative creativity and its relationship to providing safe school environment according to new variables.

Key Words: Administrative creativity. Safe school environment. Secondary School Principals. Jerash Governorate.

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